

Policy Prohibiting Racial Discrimination and Harassment

It is the policy of the Alva Public Schools that racial discrimination and harassment constitute unethical and unacceptable conduct that will not be tolerated at any level. All students and employees are strictly prohibited from engaging in any form of racial discrimination or harassment directed towards an employee, student, vendor, or applicant for employment, and anyone in such conduct is subject to disciplinary action in accordance with District policy. All staff members and students of the District are to respect this policy, abide by this policy and are expected to enforce this policy by seeking to eliminate any and all types of racial harassment. All District employees have an obligation to respond to complaints of student-on-student harassment, including but not limited to complaints about harassment by non-District students. Staff members will report suspected violations of this policy and incidents of racial discrimination or harassment to the Site Principal and/or the Superintendent and assist in the elimination of racial harassment in any and all of the District's schools.

Racial discrimination and harassment includes but is not limited to verbal or physical contact, epithets, slurs, gestures, or graffiti, even in jest, that are targeted toward an individual because of their race. Individuals bring different levels of sensitivity to interaction. What may seem harmless, trivial, or "all in good fun" to one person may be extremely offensive to the person to whom the comments or actions are directed.

Any person believing that he or she has been the subject of racial discrimination or harassment (whether by a student, District employee, non-District student or other individual) should immediately report the incident in writing to a teacher, site principal, or the Superintendent. Any individual who reports racial discrimination or harassment will not be retaliated against for making such report. Complaints will be handled as quickly, confidentially and fairly as possible.

The person receiving the written report shall immediately report the incident to the Superintendent. The Superintendent shall designate a principal to conduct an initial investigation, provided that the Superintendent may conduct the investigation in the event he or she determines that to be appropriate. Within ten (10) days of the completion of the investigation, the Superintendent shall advise the complainant in writing of his or her findings and the disposition of the complaint.

Any person having questions regarding (1) racial discrimination or harassment, or (2) the District's process for reporting or addressing racial discrimination or harassment should contact the Superintendent either by phone or mail at: Superintendent, Alva Public Schools, 418 Flynn Street, Alva, OK 73717; (580)327-4823.

Adopted: December 03, 2007

Revised:

Legal Reference:

Cross Reference:

District #001, Woods County, Oklahoma